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COMMITTEE ON THE ELIMINATION
OF RACIAL DISCRIMINATION
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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 9 OF THE CONVENTION

Eleventh periodic reports of States parties due in 1991

Addendum

CANADA*

[5 November 1992]

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* For the ninth and tenth periodic reports submitted by the Government of Canada and the summary records of the Committee at which those reports were considered, see:

Ninth periodic report - CERD/C/159/Add.3 (CERD/C/SR.905-906);

Tenth periodic report - CERD/C/185/Add.3 (CERD/C/SR.905-906).

INTRODUCTION

1. The present interim report is the eleventh submitted by Canada under the terms of the *International Convention on the Elimination of All Forms of Racial Discrimination*. This report covers the period of January 1990 to December 1991.

2. Canada is a federal state comprised of ten provinces (Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland, Nova Scotia, Ontario, Prince Edward Island, Québec and Saskatchewan) and two territories (Northwest Territories and Yukon). While the ratification of international treaties is the prerogative of the Government of Canada, the implementation of the treaties requires the active participation of the governments which have the jurisdiction over the subject matters covered. In Canada, the responsibility for the areas covered by the *International Convention on the Elimination of All Forms of Racial Discrimination* is shared by the Government of Canada, the provincial governments and, following a delegation of authority by the Parliament of Canada, the territorial governments.

3. Previous reports contained detailed information on measures adopted by all governments. The present report has been prepared as an update to the tenth report submitted in January 1990. It contains information on measures adopted by the Government of Canada and the provincial and territorial governments and takes into account comments made by members of the Committee on the Elimination of Racial Discrimination during their examination of previous reports, and their requests for additional information.

PART I: GENERAL

4. In the last decade Canada has accepted large numbers of immigrants drawn from virtually every origin, colour, religious and cultural tradition. This has led to the creation of a truly multicultural society which, in the future, will become even more diverse as Canada continues to meet obligations of family reunification and refugee settlement. In this context issues of race relations and cross-cultural understanding have become increasingly more important. The Canadian government has enacted and implemented laws and regulations which seek to prevent systemic discrimination and intolerance towards identifiable groups and foster an attitude of mutual understanding and respect. But the government is also giving more attention to positive measures that build an environment conducive to crosscultural understanding.

PART II: MEASURES ADOPTED BY THE GOVERNMENT OF CANADA

Legislative regulatory measures

Employment equity

5. On June 27, 1986, the Government enacted the *Employment Equity Act* which has jurisdiction over federally regulated private employers and federal Crown corporations employing 100 or more employees. The Act was introduced in response to the historical

underrepresentation in the Canadian workforce of members of four designated groups (women, visible minorities, aboriginal peoples, and disabled persons) and the belief that, in order to correct this situation, the structural and attitudinal barriers that have traditionally prevented the designated group members from taking their rightful place in the workforce must be uncovered and eliminated. Consequently, the purpose of the Act is to achieve equality in the work place and to redress past effects of discrimination. To achieve this goal, the Act requires employers under its jurisdiction to publicly report on the representation of the four designated group members in their workforces, identify and remove employment barriers to the designated group members, develop and implement employment equity plans outlining goals and corresponding timetables, and achieve representative workforces. The Act applies to approximately 630,000 employees and some 370 firms are covered.

6. Although the Canadian Human Rights Commission does not have direct responsibility for enforcement of the *Employment Equity Act*, as early as June 1988 the Commission set out procedures to use the *Canadian Human Rights Act* to promote the clearly intended goals of employment equity. In summary, these procedures are:

- the CHRC will invite employers whose figures appear to reveal equity problems to undertake a joint review of their employment systems;

- if the circumstances warrant and the employer rejects a joint review, the Commission will use powers given it under its own Act to initiate its own complaints; and

- it will investigate any apparently reasonable complaint from a third party based on the representation data produced.

7. The current work load of the Employment Equity Section of the Commission is 17 joint reviews and 69 complaints. These cover some 600,000 employees or 71.5 per cent of the workforce subject to the *Employment Equity Act* and Treasury Board's employment equity programs.

8. Two joint reviews recently concluded with signed agreements which include negotiated employment equity plans that will be monitored by the Commission.

9. In 1986, 6.3 per cent of the Canadian population were visible minorities. The following table illustrates the representation of visible minorities in terms of permanent full-time employment, from 1987 to 1989, as warranted by the provisions of the *Employment Equity Act*.

Representation of Visible Minorities
Full-time Workforces of E.E. Act Employees

1987	1988	1989
5%	5.6%	6.68%

10. In 1986, 1.5 per cent of the Canadian population were Aboriginal Peoples. The table that follows indicates the representation of Aboriginal Peoples in terms of permanent full-time employment, from 1987 to 1989, as warranted by the provisions of the *Employment Equity Act*.

Representation of Aboriginal Peoples
Permanent Full-time Employment in E.E. Act Workforce

1987	1988	1989
0.66%	0.71%	0.79%

Federal Contractors Program

11. The Federal Contractors Program (FCP), which became effective on October 1, 1986, was a result of a Cabinet decision on contracting for government. The objective of the Federal Contractors Program is to ensure that federal contractors who do business with the Government of Canada achieve and maintain a fair and representative workforce. The Program requires employers with 100 or more employees, who bid for and receive a federal goods or services contract of $200,000 or more, to implement eleven employment equity criteria.

12. The program criteria necessitate the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities, and visible minorities. Contractors are also required to take steps to improve the employment status of designated groups by increasing their participation at all levels of employment.

13. Compliance reviews are carried out to ensure that contractors are meeting their commitment. Where neither the results nor the effort is satisfactory, the employer is found in non-compliance. Failure to comply may result in sanctions, including the eventual exclusion of the company from future government business.

Scope of FCP

14. The Federal Contractors Program has received Certificates of Commitment from 1,358 employers with approximately 1,090,000 employees. At this time, over 715 employers (with 904,000 employees) have received contracts making them eligible for compliance review. Of these, 205 contractors are at various stages of review by Compliance Review Officers, and 250 have been successfully reviewed. Thirteen of the 250 contractors reviewed in the past are now undergoing a follow-up review. Another 9 contractors have successfully undergone a follow-up review.

The Canadian Multiculturalism Act

15. The Canadian government has taken numerous other positive measures toward the elimination of racial discrimination. The *Canadian Multiculturalism Act* was passed unanimously by both Houses of Parliament in July 1988, and came into force on July 21, 1988. It pledges the Canadian government to an active and energetic Multiculturalism Policy which makes Canada's diversity, and the challenges and opportunities this diversity generates, an integral part of the nation-building process. The first and second annual reports under the *Canadian Multiculturalism Act* were tabled in Parliament in February of 1990 and 1991 respectively.

Establishment of a new Department of Multiculturalism and Citizenship

16. A bill to establish a new Department of Multiculturalism and Citizenship was proclaimed on April 21, 1991. The overall goal of the new department is to bring about full and active citizenship for all Canadians. The programs of the department work to break down the barriers that divide Canadians, and which prevent them from exercising their rights and responsibilities -barriers such as racism, illiteracy, integration problems and disregard for the rights of others.

17. Each of these programs is dedicated to creating an atmosphere in which all Canadians will feel equal and fulfilled; where they can work and live together, regardless of their background; where every citizen will be treated the same and will be able to contribute to Canadian society to his or her full capacity - for their own benefit, and for the benefit of all Canadians.

18. The Human Rights Directorate, for instance, provides support to non-governmental organizations for human rights education and for initiatives that increase awareness of the provisions of the *Canadian Charter of Rights and Freedoms*. The Multiculturalism Programs work toward equality for Canadians of all origins.

The Canadian Race Relations Foundation

19. The Canadian Parliament has passed legislation to establish a Canadian Race Relations Foundation, with a $24 million dollar endowment, to foster cross-cultural understanding and to help eliminate racism. The Foundation will carry out research, publish and distribute information, establish and maintain a comprehensive resource library, develop training programs and manuals, set up programs to increase public awareness of racial discrimination and work with business, labour, and public institutions to establish and support programs and activities aimed at eliminating discrimination.

A new *Canadian Broadcasting Act*

20. Amendments to the *Broadcasting Act* which came into force on June 4, 1991 are very good examples of how Canada's policy of Multiculturalism is being implemented. The Broadcasting Policy for Canada, included in this Act, specifies that the Canadian

broadcasting system should "through its programming and the employment opportunities arising out of its operation, serve the needs and interests, and reflect the circumstances and aspirations, of Canadian men, women and children including equal rights, the linguistic duality and multicultural nature of Canadian society and the special place of aboriginal peoples within that society".

Amendments to the *Indian Act*

21. In the ninth and tenth report, Canada reported the 1985 amendments to the *Indian Act* designed to remove discriminatory provisions, restore status to all entitled Indians and enable Indian bands to assume control over their membership. As discussed before the Committee, a major evaluation of the impacts of Bill C-31 was conducted by the Department of Indian Affairs and Northern Development in consultation with national aboriginal institutions. The evaluation reports were tabled in December 1990. Among its findings are:

- over 73,000 individuals have gained status through Bill C-31 and are eligible for the rights and benefits that entails;

- the majority of those who gained status were women, and 90 percent of the registrants were living off reserve. The number of Bill C-31 registrants moving to reserves is relatively small since over 80 percent of bands have reported 15 or fewer registrants living on reserve as a direct result of Bill C-31;

- program expenditures for registrants since 1985 amounted to $338 million, with the bulk of this spending for health benefits, housing and post-secondary education;

- 232 bands (out of some 600) have assumed control of their membership as a result of Bill C-31.

Federal Multiculturalism Programs

22. Canada's Multiculturalism Programs provide a means of enabling every Canadian to participate in full and active citizenship. They help to build a society where all Canadians feel at home. They assist in building bridges of understanding and interaction, and help people to be aware of both their rights and responsibilities in society. Each of these programs contributes in its own way, to advancing race relations objectives.

23. The Community Support and Participation Program supports the social integration and full and equitable participation of ethnocultural and visible minorities in Canadian life. The Heritage Cultures and Languages Program works to bring artists from minority groups into the mainstream. It also supports scholarly research and the study of all aspects of ethnicity, and the learning of heritage languages. The Race Relations and Cross-Cultural Understanding Program works with a variety of social institutions to help eliminate racism and racial discrimination and to promote understanding among all Canadians. An emphasis is also placed on developing partnerships with key players for institutional change in the

areas of education, media, justice and police, youth, health and social services, and labour. Activities which address the race relations concerns of visible minorities and Aboriginals, and in particular visible minority and Aboriginal youth, have been undertaken with the involvement of communities, and with the fruitful cooperation of institutions and organizations.

24. Through public education, efforts are made to raise public awareness of the nature, scope, and impact of discrimination in our society. One of the program's main public education vehicles is a national awareness campaign centred around March 21, now in its third year, to commemorate the International Day for the Elimination of Racial Discrimination.

International Day for the Elimination of Racial Discrimination

25. This year's public education campaign had several innovative aspects. The 1991 slogan for the March 21 campaign was "Together we can stop racism/Ensemble on peut vaincre le racisme". The slogan was seen on black and white posters everywhere - from buses and bus shelters in 88 cities and in the Toronto and Montreal subways, to schools, hospitals and offices across the country. Thousands of schools received the Department's information kit (poster, button, "Winning Ideas" booklet, and Resource Guide) and hundreds involved their students in essay and poster contests, workshops, displays and debates. More than 60 non-governmental organizations provided the major effort for the March 21 campaign in many parts of the country. Some distributed information, others participated in radio shows and television programs, while others made presentations, organized panels, or wrote media articles. The Canadian Association of Broadcasters also developed and distributed a booklet suggesting to its members certain activities to undertake for March 21. The 1991 "Together We're Better/Ensemble on ira loin" contest invited youth to send in stories, pictures, poems, or articles expressing their personal thoughts or experiences of racial discrimination. Federal institutions undertook activities to raise employee awareness. The 1991 campaign also saw a heightened interest from other levels of government. Approximately 90 municipalities from coast to coast proclaimed March 21, and many organized special events to commemorate the day.

Redress Issues

26. In keeping with the spirit of social justice inherent in the *Canadian Multiculturalism Act*, an agreement was reached on September 22, 1988, to apologize and provide redress to Canadians of Japanese ancestry for injustices they suffered in the Second World War. On November 4, 1990, the Prime Minister announced that the government would also extend a formal apology to other Canadian ethnocultural communities whose members have been mistreated by past Canadian governments. To date, the Prime Minister has provided a formal apology to Italian Canadians.

Law Reform

27. The federal Minister of Justice has asked the Law Reform Commission of Canada to undertake a study of the *Criminal Code* of Canada (and related statutes) and the extent to which they ensure that aboriginal Canadians and Canadians from cultural and religious minorities have equal access to justice and are treated equitably and with respect. The Commission report is expected to release its report on Aboriginal justice issues before the end of 1991, and on cultural and religious minorities early in 1992.

Legal Issues

28. Under article 4 of *International Convention on the Elimination of All Forms of Racial Discrimination*, the following should be included: "On December 13, 1990, the Supreme Court of Canada in the cases of R. v. Keegstra and R. v. Andrews and Smith upheld s. 319 (2) of the *Criminal Code* which prohibits the dissemination of hate against an identifiable group. The section was found to be a reasonable limit on the guarantee of freedom of expression in a free and democratic society. In reaching this conclusion, the Court took note of Canada's international obligations, including those arising from the Convention.

Aboriginal Programs and Issues

29. The aboriginal language is being supported in the education system by programs that include language, culture and customs teaching in primary and secondary schools, on reserves, operated by Bands or the federal or provincial governments. The Cultural/Education Centres Program provides direct financial and other supportive assistance to develop Indian and Inuit linguistic learning resources.

30. Since the announcement of the Native Agenda many projects and programs have been launched to address the needs of Indian and Inuit people. For example, regarding land claims, the limit of six comprehensive land claims under negotiation at any time has been lifted, as well, other changes are being considered. The settlement of specific claims will be accelerated in different ways: a fast track process to deal with land claims of less than $500,000 will be established; the authority of the Minister of Indian Affairs and Northern Development to approve settlement payments will be increased; more human and financial resources will be assigned to deal with specific claims; a Specific Claim Commission has been established to provide independent dispute resolution mechanism; a joint Indian-Government working group will be established to address unresolved specific claims process and policy issues; and finally pre-Confederation land claims will be accepted.

31. As part of initiatives on another aspect of the native Agenda, the Prime Minister announced in August 1991 the establishment of a Royal Commission on Aboriginal Peoples. It is to examine the economic, social and cultural situation of aboriginal peoples in canada. One of the co-chairs and a majority of the Commissioners, are aboriginal people. The Royal Commission will complement, not substitute for, current efforts at constitutional reform and other initiatives.

32. During the summer of 1990, barricades were erected by Indians at Oka and the Mohawk communities of Kanesatake and Kahnawake. There were several efforts at negotiation to try to bring about a peaceful resolution and the removal of barricades. The last of these barricades came down on September 26, 1990. There have been a number of efforts to aid healing within these and the broader community and to examine what happened. As part of this, the Parliamentary Standing Committee on Aboriginal Affairs completed an in-depth review of last summer's events at Oka. The government will be submitting a response soon. Furthermore, over the last three years, a number of inquiries, focusing on aboriginal justice, have been undertaken in Canada and recommendations provided for the consideration of the provincial and federal governments.

33. Concern about alcohol and drug related problems of Indian and Inuit, the Department of Health and Welfare has established a "national native alcohol and drug abuse program". The overall objective of the program is to support Indian and Inuit people and their communities in establishing and operating programs aimed at arresting and offsetting high levels of alcohol, drug and solvent abuse among their populations living on reserve. Treatment, prevention, research and training are provided. No statistics are kept of the number of alcoholism cases or the number of persons enroled in the program.

34. Reports, including the Manitoba aboriginal justice inquiry, urging a system of justice that is more responsive to the needs of minorities, point to serious deficiencies in the capacity of existing institutions to deliver justice to certain communities.

35. At the same time, a similar conclusion was reached by the Supreme Court in Taylor v. Canadian Human Rights Commission. That case upheld s. 13 of the *Canadian Human Rights Act* which makes it a discriminatory practice to repeatedly communicate by telephone any matter that is likely to expose a person to hatred or contempt because they are identifiable on the basis of a prohibited ground of discrimination such as race or religion.

36. In relation to article 6 of the Convention, the following: "In Central Alberta Dairy Pool v. Alberta Human Rights Commission (Sept. 13/90), the Supreme Court of Canada held that there is an obligation of reasonable accommodation in cases of adverse effect discrimination under the Alberta *Individual's Rights Protection Act*. In this respect, the Supreme Court specifically overruled its earlier decision in the case of Bhinder v. Canadian National Railways which had held that there is no obligation of reasonable accommodation under the *Canadian Human Rights Act*. This new decision requires employers to adjust workplace rules and job requirements to accommodate the special needs of, amongst others, persons with disabilities and racial and religious minorities.

PART III: PROVINCIAL AND TERRITORIAL INITIATIVES

37. Many initiatives at the federal level are paralleled in similar developments in the provinces and territories - developments that address regional perspectives: in measures to strengthen human rights legislation, to expand the educational as well as to enforce the role of Human Rights Commissions, and to introduce or broaden multiculturalism and race relations policies and programs. These provincial and territorial initiatives respond to

Articles 1, 2 and 7 of the *International Convention on the Elimination of All Forms of Racial Discrimination.*

British Columbia

38. British Columbia has adopted a formal multiculturalism policy and its Ministry of Education and Ministry Responsible for Multiculturalism and Human Rights is currently examining the presence and impact of Multiculturalism in education.

39. The Ministry is currently developing a number of policies which deal with equity issues, access to services and access to education.

40. The Ministry is in the process of reviewing British Columbia's *Human Rights Act.*

41. An Employment Equity Task Force was established to develop a provincial government Employment Equity policy. That policy is now before Cabinet. Each Ministry has appointed an Employment Equity representatives to review initiatives within ministries.

Alberta

42. Alberta has established the Alberta Institute of Multicultural Resource Development which provides intercultural training programs for government, business, and the voluntary sector. Also, on June 5, 1990, the Alberta government introduced four pieces of legislation which formalised the Métis Settlement Accord. The Accord was agreed to between the Government and the Métis people of Alberta after a number of years of consultation and negotiation. On November 1, 1990, formal ownership of 1.25 million acres of land was transferred to Métis Settlements in Alberta.

Saskatchewan

43. In Saskatchewan, the government has promised renewed multiculturalism legislation, and has set out an action plan to encourage pride in heritage and afford equality of access and opportunity for everyone. The action plan is organized under four themes of heritage, opportunity, partnership and equality.

Manitoba

44. Manitoba's multiculturalism policy commits the government to create a Multiculturalism Secretariat which will facilitate interdepartmental and intergovernmental relations regarding multiculturalism ideals, issues and programs, and introduce multiculturalism legislation.

Québec

45. The province of Québec has introduced a new policy for the integration of cultural communities with three orientations: a common language, full participation, and harmonious

intergroup relations. Québec also made a commitment to increase the representation of cultural communities in its public service to 12 percent.

Ontario

46. The Ontario's Women's Directorate has targeted the needs of immigrant, refugee and racial minority women as a priority. The Directorate, in co-operation with various provincial departments, has sponsored a multicultural public education project in workplace rights and responsibilities; a research project to examine the barriers to access health care services by immigrant women; and a series of five one-day conferences on ethnocultural women and aging in Metropolitan Toronto. The Directorate also co-ordinates the Ontario Wife/Sexual Assault Prevention Initiatives. Programs and initiatives were developed to improve accessibility to shelters and other services by disadvantaged groups including immigrant and racial minority women. To address the labour market and equity concerns of members of this group, the Directorate funded a leadership training course to address the situation of racial minority women in the labour movement, and a research project to provide teachers with the information and skills to help meet the needs of immigrant and refugee children. A series of fact sheets to describe the workforce situation of racial minority women, women with disabilities and aboriginal women is being prepared by the Directorate.

47. In January 1990, the Ministry of the Solicitor general formed a Race Relations and Policing Unit, to co-ordinate the Ministry's implementation of the Race Relations and Policing Task Force (1989) Report. Initiatives have been developed since then in three areas: employment equity, race relations training and police/community relations and a race relations policy tailored to the police environment.

48. Partly in response to the Race Relations and Policing Task Force (1989) Report, a new *Police Services Act* came into force in December, 1990, making employment equity mandatory for all municipal police services in Ontario, requiring a community-oriented approach to policing, establishing a public complaints mechanism and a special unit for investigating serious injuries or deaths that may have resulted from criminal offenses of police officers.

49. The Ministry of Citizenship continues to play a leadership role in assisting Ontarians from all races and cultures in participating in the development of the social, economic and cultural life of the province. Central to this full participation are the ministry's initiatives which promote equality for racial minorities and aboriginal peoples and prevent or reduce racial tensions and conflicts.

50. The Ministry of Citizenship will be accelerating its role in eliminating racial discrimination through its Anti-Racism Strategy for Ontario, a comprehensive strategy to combat racism in this province. The strategy provides for a new Ontario Anti-Racism Policy to replace the existing Ontario Policy on Race Relations, an Ontario Public Sector Anti-Racism Strategy which will require ministries to adopt anti-racism policies, consultation with various sectors on legislative changes to implement anti-racism measures,

an Ontario Anti-Racism Secretariat and an Ontario Anti-Racism Advisory Group. It promotes the notion that shared leadership and responsibility between all sectors of society is needed in order to effectively combat racism.

51. The race relations consultants of the Ontario Anti-Racism Secretariat, a successor to the Race Relations Directorate, will continue to provide, in various communities across Ontario, a broad range of consultative and support services to organizations, groups and individuals wishing to address anti-racism issues.

52. The ministry also hosted a successful three-day race relations conference in March 1990 entitled "Building Together" which brought representatives from various sectors, including business, labour, media and education to discuss strategies for improving and promoting harmonious race relations.

53. In the context of the Second Decade to Combat Racism and Racial Discrimination, Ontario participated in activities to mark the United Nations' International Day for the Elimination of Racial Discrimination on March 21, 1991. On this date, the Minister of Citizenship opened a new Race Relations Resource Collection Centre to house a comprehensive knowledge base dedicated to supporting historical, comparative and other pertinent race relations research, as well as materials on policy and program development, training and public education.

54. In April 1991, the Government of Ontario appointed an Employment Equity Commissioner who has recently released a discussion paper on proposed employment equity legislation for consultation with interested parties. It is hoped that the legislation will be tabled in the Legislative Assembly of Ontario in 1992. It is anticipated that racial minorities will be one of the designated groups to be covered under the legislation.

55. In November 1989, the Ontario Human Rights Commission released a policy statement on racial slurs and harassment and racial jokes which sets out the Commission's interpretation of the *Human Rights Code* as it applies to this form of discrimination.

56. The Ministry of Citizenship continues to co-ordinate the government's response to the Task Force on Access to Professions and Trades. During the fall of 1991, six anti-racism training pilot projects were implemented for Assistant Crown Attorneys and Court Staff in four different parts of the province. Training was tailored to the job responsibilities of the participants and consisted of two day, interactive workshops designed to identify how racial and cultural biases and systemic barriers affect the administration of justice.

57. The Police Complaints Commissioner expanded its mandate province-wide in 1991 pursuant to Part IV of the *Police Services Act*. Anti-racism training for 40 regional civilian investigators is on progress. The Ministry provided funding to the Minority Advocacy Rights Council (M.A.R.C.) to determine the feasibility of establishing a litigation and advocacy support organization to identify legislation, policies, and practices which discriminate against racial and cultural minorities.

58. In response to recommendations from the Racial Minorities Youth Consortium (a Toronto based youth group) the Ministry funded the group's proposal to produce a youth focused, youth directed video on racial minority youth experiences and perceptions of the criminal justice system. The project is expected to be completed in the spring of 1992.

Prince Edward Island

59. The Prince Edward Island Department of Education is in the process of drafting a human rights education policy which will deal with the treatment of human rights issues in all areas under the jurisdiction of that department. The policy will deal not only with the treatment of human rights, race relations and multiculturalism in the education of students at the elementary and high school level, but also with how these issues affect the department and school boards as employers.

60. The Prince Edward Island Multicultural Council with support from a variety of community groups including the Prince Edward Island Human Rights Commission carried out a survey dealing with racial attitudes on Prince Edward Island. The study which represents a sampling of attitudes of an entire province demonstrated that a high level of personal contact with ethnic groups resulted in positive attitudes towards immigration, multiculturalism and ethnic groups. For the most part residents of the Island who experience regular or sustained personal contact with a variety of ethnic groups are more likely to view them in a positive manner.

New Brunswick

61. New Brunswick has adopted a formal policy of multiculturalism.

Nova Scotia

62. The Province of Nova Scotia has proclaimed an Act to Promote and Preserve Multiculturalism, R.S.N.S. 1989, c.10, S.1. Its purpose includes the establishment of a climate for harmonious relations among people of diverse cultural and ethnic backgrounds.

63. A Race Relations Division was established within the Nova Scotia Human Rights Commission in 1991. Its mandate is to develop and recommend, both in the public and private sectors, programs and policies to promote cross-cultural understanding and to eliminate barriers to the full participation of members of racial minorities in society.

64. An Advisory Group on Race Relations formed in July 1991 was given a 30 day mandate to recommend a plan of action to accelerate the movement towards the elimination of racism and racial discrimination in Nova Scotia. The group, composed of one representative each of the City of Halifax municipal government, the provincial government and the federal government as well as eight members of the Black community, completed its mandate and submitted a Report which outlined 94 recommendations for action. The group further requested that the three levels of government, as well as all organizations and institutions affected by these recommendations, respond to the to the Report within 30

days. The Nova Scotia Provincial Government agreed to respond to the Report and the recommendations on October 15, 1991.

65. The Atlantic Aboriginal Policing Conference and the Atlantic Visible Minority Policing Conference were held in Halifax in September, 1991. The main recommendation which came out of the conference was that police forces hire more members of minority groups. The final report of the proceedings is being prepared.

66. Measures taken to prevent such events from ever recurring include: the establishment of a national recruiting team for the Royal Canadian Mounted Police to increase the representation of indigenous people and visible minorities in the force; the development of educational programs for judges, police and lawyers to encourage sensitivity to minority concerns; and an examination by the Law Reform Commission of Canada of the *Criminal Code*, to assess whether it ensures that aboriginal persons and people from other cultural and religious minorities have equal access to justice, and are treated equitably and with respect.

Newfoundland

67. In Newfoundland, the Department of Education has established a Multiculturalism Advisory Committee to draft its policy of multiculturalism.

Yukon

68. The Yukon territory recently passed an entirely new *Education Act* that addresses multiculturalism and the *Canadian Charter of Rights and Freedoms*.

Northwest Territories

69. Claims of discrimination on the basis of race are relatively rare in the Northwest Territories and are governed by the *Fair Practices Act*. An affirmative action policy within the government of the Northwest Territories is designed to address systemic discrimination against a number of disadvantaged groups including systemic discrimination against native persons.